

Paid Family & Medical Leave Quick Facts For Busy Business Leaders

What Is Paid Family & Medical Leave?

Time off during which workers earn full or partial pay offered to:

- New parents to care for and bond with a new child (Parental Leave),
- Employees who need to care for a family member with a serious health condition (Caregiver Leave), and/or
- Workers with a serious personal health condition requiring time off from work (Medical Leave)



Who Provides Paid Family & Medical Leave in the U.S.?

Currently no U.S. federal paid family & medical leave law

- Only 8 countries don't have a paid maternity leave national policy – the U.S., Suriname, Papua New Guinea, and five South Pacific island nations
- The U.S. Family and Medical Leave Act of 1993 provides unpaid leave for certain eligible workers



A handful of states provide workers with paid family leave

- RI, NJ, CA, NY, and HI have state-mandated disability insurance (providing paid leave for birth mothers)
- RI, NJ, and CA also provide more comprehensive paid family leave benefits; NY will begin in 2018

More and more employers are introducing paid family & medical leave benefits for their U.S. employees

- Over sixty companies publicly announced a new policy in 2015/2016, with many receiving strong positive press coverage

How Can Paid Family & Medical Leave Benefit My Business?

I. Employee Retention

Retain talent that might have left your company and reduce turnover costs

II. Talent Attraction

Attract more talented employees with a strengthened value proposition

III. Reinforced Company Values

Signal to employees and the market that your values and actions align

IV. Improved Employee Engagement, Morale, & Productivity

Improve workers' perception of and relationship with their company

V. Enhanced Brand Equity

Boost your company reputation through announcing a new paid leave benefit



For more details on the business case, refer to the BCG report *Why Paid Family Leave Is Good Business*